



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY

WASHINGTON, D.C. 20460

OCT 14 1994

THE ADMINISTRATOR

MEMORANDUM

SUBJECT: Equal Employment Opportunity Policy Statement

TO: All Employees

From time to time, it is important that we renew and restate our commitment to providing equal employment opportunity for all persons. Today, the Environmental Protection Agency (EPA) joins the growing list of public and private sector employers which have added "sexual orientation" to our Equal Employment Opportunity Policy. Equal employment opportunity will be provided to all individuals regardless of race, color, national origin, religion, gender, age, disability, or sexual orientation. Discrimination or harassment based on these factors is unacceptable and will not be tolerated at EPA.

Civil rights cannot be protected or equal employment opportunity achieved without the deliberate support of each of us. It is an integral part of the responsibilities of each EPA manager and supervisor. The degree of effort expended to further the goals of the civil rights program and the results attained will be factors in evaluations and performance ratings.

Complaints of discrimination will be resolved fairly, expeditiously, and dispassionately at the lowest level whenever possible. Complainants, representatives and witnesses involved will be unimpeded and free from restraint, coercion, or reprisal.

The Director of the Office of Civil Rights, Dan Rondeau, will continue to direct the overall practices and programs of the Agency which contribute to the protection of civil rights and the promotion of our equal employment opportunity policy. I hold managers and supervisors at all levels responsible for promoting and supporting this policy.

Thank you for joining me in renewing our commitment to equal opportunity at the EPA.

Carol M. Browner



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